



ALBANIA: WOMEN'S LEGAL RIGHTS INITIATIVE  
OF THE WOMEN IN DEVELOPMENT IQC  
ACTIVITY REPORT: ANTI-TRAFFICKING TRAINING  
APRIL 22-23, 2004

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## SECTION I

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### Executive Summary

WLR/Albania conducted a two day anti-trafficking training on April 22-23, 2004 in Tirana Albania for the judges of the serious crimes courts and private attorneys. Twenty-five participants completed the training course which focused on international and national law, including the protection of victims and witnesses. The training was held in cooperation with the Albania Magistrate's School and was held on their premises.

Judge Renate Winter, a judge from Austria who currently serves as the President of the Special Court in Sierra Leone, served as the international trainer along with Judge Artan Hoxha, judge of the Albanian Supreme Court. These two judges complemented one another, presenting both the international standards as well as analyzing national law, including recent amendments to the criminal code. The training involved a combination of techniques including active group discussions, break-out session for judges and lawyers, lectures, and question and answer sessions.

All presently appointed members of the Serious Crimes Court attended the training along with six local attorneys who handle trafficking cases, either as defense counsel or as victim's attorneys. This combination of participants led to interesting and lively discussions on mutual challenges. Some time was devoted to separate sessions to allow judges to discuss issues specific to the judicial aspect of trafficking and to allow lawyers to learn how to better serve their clients.

This training was an integral part of many on-going efforts in Albania to combat trafficking. While other USAID and International organizations are providing assistance to police, prosecutors, and for public awareness, the WLR Initiative is working with the judiciary and private attorneys to ensure equitable treatment of these cases. The training was rated very highly by the participants as beneficial to their work and as a topic for continuing education. The training was conducted at the request of the Magistrate's School following a needs assessment with the Serious Crimes Court.

The anti-trafficking training furthers WLR Intermediate Result Number Two, Enhanced Justice Sector Capacity to Interpret and Enforce Legislation that Protects Women's Rights. All judges of the Serious Crimes Court were trained as well as lawyers, many of whom support victim's rights. Well trained judges will ensure proper enforcement of the law, protection of victims and witnesses, and they will encourage victims to come forward and testify, all leading to a decrease in trafficking.

## SECTION II

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### Goals and Objectives of the Activity

Anti-trafficking training for judges is a crucial element in the fight against trafficking in Albania. While the training of judges alone cannot combat the problem, it is a missing element in the legal process. WLR is providing the necessary support to the judiciary on this issue, while OPDAT (Overseas Prosecutorial Development Assistance and Training) and ICITAP (U.S. Department of Justice's International Criminal Investigative Training Assistance Program) are assisting police and prosecutors, and other USAID partners are providing public awareness programs.

A new Serious Crimes Court was recently formed in Albania and all 19 judges who have been appointed to the court attended the training. It is expected that as many as 30 judges will eventually be appointed, but to date only 19 are presently serving on the court. This court was formed to handle organized crimes cases and cases that carry significant penalties, including trafficking cases. This court was organized as part of Albania's effort to combat corruption, organized crime, and the ever-increasing problem of trafficking in human beings.

In order to support the work of the new court, WLR organized this training program with a focus on both international and national law. Judges need to be aware of international standards and where national law conforms as well as diverges from those standards. This training was very timely given the recent amendments to the criminal code on trafficking and the adoption of the witness protection law.

The goal of the training was to ensure that judges are well educated on the new provisions of national law, the international standards, and on methods for witness protection. It is important for judges to have the tools to deal, not only the legal aspects of the trafficking phenomenon, but also the social implications. It is particularly important for judges to handle witnesses appropriately and ensure their protection. This training was designed specifically to focus on these issues and provide judges with the necessary mechanisms to fulfill their job duties.

## SECTION III

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### How the Activity was Implemented

At the request of the Magistrate's school and based on a needs-assessment by the Serious Crimes Court, WLR organized an anti-trafficking seminar designed to meet those needs. In cooperation with the Magistrate's School both a local and international trainer were identified with the appropriate expertise. An agenda was developed by the WLR staff and finalized with input from both trainers. Materials for the training packet were developed with the input of the trainers who provided the necessary materials. (*See Annex C for Bibliography of materials included.*) In an attempt to leverage resources, the training was held at the magistrate school premises, with most logistical and administrative issues handled by the WLR/Albania staff.

On April 22-23, the anti-trafficking training was held at the Magistrate's School. Twenty three participants attended this training. Judge Renate Winter served as the International Trainer and Judge Artan Hoxha served as the national trainer. Judge Winter is a judge on the Youth Court in Austria and also serves as the acting President of the Special Crimes Court in Sierra Leone as well as the special UN Courts of Kosovo. Judge Hoxha is a member of the Supreme Court of Albania and is well recognized by the local legal community for his expertise in this field of law. WLR Legal Specialist, Teresa Cannady and Legal Advisor Emira Shkurti conducted break-out training sessions for the lawyer participants. Arian Giantris, anti-trafficking advisor for USAID, attended portions of the training.

The two day training focused on both international and national law and included break out sessions for judges and lawyers to deal with issues separately in addition to the plenary sessions. Additional topics included the protection of victims and witness protection laws in relation to trafficking. Lectures were kept to a minimum with adequate time for questions, answers and practical discussions.

The first day focused on international and national law. Emphasis was given to the compliance as well as disparities between the two. A new definition of trafficking was adopted in recent amendments to the criminal law in Albania and a full discussion and analysis of those amendments was conducted by the participants. The difference in smuggling and trafficking and the implications of both was discussed extensively. Break-out sessions in the afternoon allowed judges to discuss specific cases and practical programs of case management while the lawyer's session allowed them to focus on how to best serve their clients.

The second day focused on issues surrounding victims and in particular, witness protection. A new witness protection law was recently adopted and was discussed extensively. Both the legal and social implications of dealing with victims were emphasized. At the request of the participants the entire group remained together rather than conducting separate break-out sessions for judges and lawyers. This allowed the participants to discuss their mutual challenges and issues that concerned them. While judges were initially reluctant to participate in the discussion with lawyers, both groups offered comments and an open debate resulted.

The evaluations from the training were very positive and the participants all indicated that they would recommend this training to their colleagues and would be interested in more training on this subject. A summary of the evaluations is included in this report as Annex C and a copy of the agenda is included as Annex A.

## SECTION IV

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### Ability to Respond to the Need at Hand

The Serious Crimes Court only began operating a few months ago. Although its members had already been serving as judges, their positions on this new court will expose them, on a regular basis, to cases dealing with organized crime and trafficking. This training program was the first one tailored to the particular needs of the Serious Crimes Court. The development of the agenda reflected the needs that the judges themselves had identified in an assessment completed by the Serious Crimes Court and the Magistrates' School. Trafficking in human beings was one of the areas, noted in the assessment, for which this court would require specialized training.

Private lawyers in Albania are seldom included in training programs with judges and prosecutors. Judges and prosecutors are very commonly trained together, creating an imbalance in the system against defense counsel. In particular, judges and prosecutors have attended a number of anti-trafficking seminars and are more knowledgeable about international instruments. Lawyers had not had this opportunity, which created a sense of inequality in the judicial process. Therefore, this training marked the first attempt at training judges and attorneys together on this topic and contributed to ensuring equal access to justice and fair trials.

Newly adopted legislation entered into force just prior to the training. Amendments to the Criminal Code included a new definition of trafficking in human beings. Also, the amendments to the Criminal Procedure Code introduced new methods and techniques to combat organized crime, often related to trafficking. The Albanian parliament has recently passed a law on witness protection, a new mechanism with which the legal community needs to become familiar. The WLR anti-trafficking training was very timely, given these new legislative initiatives, and provided the legal community with the ability to understand and identify ways to implement the new provisions.

## SECTION V

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### Problems with Implementation and How They were Addressed

The members of the court were very willing to attend this training as is evidenced by the fact that all of them were in attendance. Even though the judges were very busy - signing orders and handling judicial matters during breaks - they attended and participated fully in the training. The lawyers were very pleased to have an opportunity to meet with judges on a professional level and discuss their mutual needs and challenges.

The trainers were a bit reluctant at having both judges and attorneys as participants. Judge Winter expressed her concern about whether judges would talk openly and ask questions for fear of appearing not to know everything they should. Judge Hoxha was extremely concerned that the lawyers would learn information that would be used to further their cases and that judges would be reluctant to participate in their presence. The WLR staff discussed this issue with both trainers and the fact that this joint session had been recommended by a number of Albanian legal practitioners. The WLR staff noted the imbalance in the system and the need for all parties to have equal opportunities to participate in the judicial process.

The WLR team recognized the legitimacy of the concerns that judges might not speak openly and modified the agenda to include break out sessions for judges and lawyers with specialized training for each. During the main portion of the program, including the question and answer session, all participants were together. During the afternoon session on the first day, special sessions were held for judges and lawyer separately to discuss their distinctive issues. The lawyers indicated that they wanted to have more opportunity to discuss issues with the judges and therefore, the trainers responded to that request by holding all joint sessions on day two. The joint discussions were beneficial to both judges and lawyers, especially on the issues of witness and victim protection. Some of the lawyers were representatives of local women's NGOs and shared with the group their experience in representing victims in court.



## SECTION VI

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### Estimate of cost-effectiveness and prospects for sustainability

A number of measures were taken to ensure that costs were reasonable. There were no costs for premises as the training was held at the Magistrate's School. Expert fees were minimized by using a trainer from Austria, thereby reducing airfare, travel time and the costs associated with travel. Having an Austrian trainer with her specific background was applicable to trafficking cases and the Albania experience. Costs for lunch, coffee breaks, and materials were minimal. Given the importance and quality of the training this activity was a cost-effective event.

As the Serious Crimes Court is just beginning its work, the need for training of this type was vital. The information provided and the opportunity to network with colleagues was invaluable. Utilization of the information learned at this seminar should ensure that trafficking cases are handled in an appropriate and efficient way and thereby lead to a decrease in trafficking. This training was of significant value to the participants and should yield sustainable results through the future work of the court.

## SECTION VII

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### Results

The anti-trafficking seminar achieved positive results. Participants thoroughly analyzed international instruments on organized crime and trafficking and learned more about the experience of countries. It was important for the group to have an opportunity and forum to discuss the recent amendments to the criminal code and the new witness protection law. Participants had an opportunity to discuss their past experiences with actual cases and to look at both the theoretical and practical aspects of handling trafficking cases. In addition to contributing to a better understanding of legal mechanisms, the training raised awareness about the gender aspects of trafficking cases and sensitized participants to victim and witness protection.

The fact that private attorneys and judges came together and discussed their concerns was a success. This kind of networking should yield better access to and equality within the court system. These contacts will help to diminish the concept of private attorneys as the enemy of judges and enlighten everyone to the need for fair and equal justice. Discussing issues from both the viewpoints of the judges and the lawyers leads to a greater understanding of the roles of both within the judicial system. It also leads to finding ways to resolve mutual conflicts and to finding more efficient methods for managing cases.

Judge Hoxha noted in his final report that the debate was at a good level and that discussions were not just between the trainers and participants but among the participants themselves. He noted that this method made the discussion more interesting and made everyone feel that they were actually a part of the process. Judge Hoxha also noted in his final report that he supported the development of a bench book to assist judges in trafficking cases.

Judge Winter noted that by the conclusion of the training the understanding of the especially difficult and even dangerous situation of persons dealing with organized crime, be it trafficking or smuggling, was raised considerably. The participants also showed an increased desire for more information and discussion of technical issues. She stated that the judges, aware of their difficult task, quite openly addressed sensitive matters such as corruption and the lack of support networks.

As a result of the seminar, all judges who are currently vested with responsibility for handling trafficking cases have been trained in both international standards and in the relevant national laws. The judges are now more aware of the gender implications and appropriate methods for handling and protecting witnesses. Additionally, judges have a better understanding of the role of the private lawyers and the issues they face. Conversely, the private lawyers are more aware of the role of and the constraints under which judges operate. Most importantly, this vital link between judges and lawyers in the process for combating trafficking was strengthened.

This activity supported the WLR Initiative Intermediate Result Number Two, Enhanced Justice Sector Capacity to Interpret and Enforce Legislation that Protects Women's Rights. More specifically, Indicator Number Two, the number of legal professionals trained in women's legal rights and international human rights law, is applicable to this activity. The fact that all current

judges on the court which handles trafficking cases were trained indicates achievement of this objective. Better understanding and enforcement of the law will ensure protection of the rights of victims, most of whom are women. Proper handling of cases will also encourage victims to come forward and testify thereby increasing the number of convictions and reducing the number of victims. Continued monitoring and evaluations procedures should yield specifics examples that have occurred as a result of this seminar.

## SECTION VIII

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### Success Stories

The anti-trafficking seminar constituted the very first training program offered to the Serious Crimes Court members since its creation. Undoubtedly, this training enhanced the capacity of this new institution to handle cases that violate women's rights and human rights. This program was one of the rare occasions when judges participated in the same training program with attorneys and held joint discussions.

The WLR anti-trafficking seminar was a challenge to the widely held view that judges and prosecutors are on one side of justice, while attorneys are on the opposite side. This seminar was a successful attempt to challenge the mentality of the communist past which often perceived people as guilty until proven innocent and did not afford everyone equality before the law. Judge Winter stated in her training report that it is not usual for judges, in any country, to discuss their problems openly, if at all, and that the success of this seminar was in having provided enough time for the judges to feel comfortable with those discussions. She pointed to the fact that judges took advantage of this opportunity to share their practical problems as a further success of the training.

Sufficient time was devoted to open discussion of practical issues. The training philosophy was that judges do not need to be formed, but rather informed. Through open discussions, problems were presented, experiences shared, and respective viewpoints were understood more clearly.

The anti-trafficking seminar was one of the first forums where the new criminal provisions and witness protection law were debated since they were enacted. A comparative analysis of these new national provisions with international standards was provided through the use of both an international and national trainer. This technique was successful in providing judges and lawyers with an appropriate background to better serve their constituencies.

## SECTION IX

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### Lessons Learned

This initial training program of WLR/Albania confirmed some of the views from our assessment and analysis and also enlightened us as to how to better focus activities in the future. Generally, willingness to accept new concepts within the Albanian legal community is split. There are some who embrace and push for new ideas while others offer resistance. The key response in this case, and one that plays an important role in ensuring future progress, is the ability to compromise. It is important to respect the opinions of both sides and find the middle ground. The WLR staff followed this approach in organizing and presenting this training and demonstrated a great deal of flexibility.

The seminar confirmed our views that all parties, regardless of whom they represent in the process, should be equal before the law. Proper application of legal provisions can only be achieved if all of the actors are aware of their contents and interpretation. This requires training for prosecutors and judicial police officers as well. This task will be completed by OPDAT and ICITAP in the development of their program activities and as a complement to this training. WLR/Albania discussed the training activity with Mr. David Lewis of OPDAT and the benefits of a complementary training for prosecutors.

Future training should be only one and half days. If the training requires a longer training period, for example four to five days, a break in the middle should be included. Participants become tired and their ability to absorb information begins to wane. Participants asked to skip breaks and lunch and work through until 2:00 in the afternoon on the second day in order to finish earlier. These adjustments were made to accommodate the participants, emphasizing again that flexibility is crucial.

Trainings should be followed-up by relevant activities such as the preparation of materials for dissemination or publication, additional specialized trainings, and evaluation to determine whether new concepts are being utilized by the participants. WLR is preparing a bench book on anti-trafficking which was a result of discussions by participants during the training. The participants welcomed this concept and Judge Winter also noted in her final report the benefits of a bench book prepared in collaboration with local experts.

## SECTION X

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### Implementing Partners and Key Contacts

The principal partner of the WLR initiative for the anti-trafficking seminar was the Magistrate's School, the post-university educational institution with the responsibility of training judges and prosecutors. The school provided the premises and assisted WLR in identifying and inviting participants as well as trainers. Key contacts from the Magistrate's School include:

Ariana Fullani – Director  
 Arta Mandro – Director of Continuous Training Program  
 Ador Leka – Office for Foreign Relations

Additionally, WLR cooperated with the following organizations to identify participants and ensure their active participation in the program:

The Serious Crimes Court (first instance and appeals) – Sander Simoni  
 Albanian Bar Association (Chamber of Attorneys) – Maksim Haxhia (Chairperson)  
 and Ms. Denisa Shpofi (Coordinator)  
 Citizen's Advocacy Office – Kreshnik Spahiu  
 Women's Advocacy Centre – Vjollca Meçaj  
 Women Lawyers Association – Violanda Theodhori

Trainers for the program included the following:

Judge Renate Winter, Austria Youth Court and Acting President of Special Court of  
 Sierra Leone  
 Judge Artan Hoxha, Supreme Court of Albania  
 Teresa Cannady, WLR Legal Specialist  
 Emira Shkurti, WLR Legal Advisor

## ANNEX A

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### Anti-trafficking training agenda

#### Day One

- 8:30 - 9:00     Registration
- 9:00- 9:30     Welcome and Introduction of Participants – Teresa Cannady
- 9:30 - 10:15    International Convention and Protocols – Renate Winter
- 10:15 -11:00    National Law – Artan Hoxha
- 11:00-11:30    Coffee Break
- 11:30 -12:30    Questions and answers session
- 12:30 – 2:00    Lunch
- 2:00 – 3:45     Organized crime/Trafficking/Smuggling  
Judges debate session-Renate Winter  
Lawyers debate session – Teresa Cannady
- 3:45 – 4:00     Coffee Break
- 4:00 – 5:00     Review and discussion of Cases in Albania/ Judges session - Artan Hoxha  
Lawyers debate session – Teresa Cannady

#### Day Two

- 9:00 – 9:45     Witness protection – Legal and Social Implications - Renate Winter
- 9:45- 10:30    Special investigation techniques under the new criminal procedure amendments  
A. Hoxha
- 10:30 – 11:00   Coffee Break
- 11:00 - 12.00   Question and answers
- 12:00 – 2:00    Lunch
- 2:00 – 3:45     Room for discussion and debates: Judge’s Session – Renate Winter and Artan  
Hoxha  
Lawyer’s session – Teresa Cannady and Emira Shkurti

- 3:45 – 4:00 Coffee Break
- 4:00 – 4:45 Discussion. Practical issues (collaboration with /need for related services,  
overcoming handicaps etc.)  
Judge's session – Renate Winter and Artan Hoxha  
Lawyer's session – Teresa Cannady and Emira Shkurti
- 4:45 – 5:00 Evaluation



*This seminar is funded by The U.S. Agency for International Development (USAID)*



## ANNEX B

### PHOTOGRAPHS FROM ANTI-TRAFFICKING TRAINING



Head table from left: Emira Shkurti, WLR/Albania legal adviser; Judge Renate Winter, International Trainer; translator standing with Teresa Cannady, WLR Legal Specialist; Judge Artan Hoxha, National Trainer; Pasquale Proffitti, Council of Europe; Arta Mandro, Deputy Director of Magistrate's School



Participants



## ANNEX C

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### Bibliography of training packets for participants

- List of participants of the training
- Agenda
- Report on the Activities on Trafficking in Women and Girls of the Division for the Advancement of Women(Second Coordination Meeting on International Migration/Population Division/Department of Economic and Social Affairs/United Nations Secretariat/New York 15-16 October, 2003
- Law No 8920, of 11 July,2002/For the Ratification of the UN Convention Against Transnational Organized Crime and its Additional Protocols
- Law No. 9187 of 12 February 2004/For Some Additions and Amendments to the Law No.7905 of 21 March” the criminal Procedure Code of Republic of Albania” as amended
- Law No 9188 of 12 February 2004/On Some Additions and Amendments to Law No. 7895 of 27 January 1995”The Criminal Code of the Republic of Albania” as amended
- Regulation No.2001/20 On the Protection of Injured Parties and Witnesses in Criminal Proceedings /UNMIK 19 September 2001
- Regulation No.2001/21 On Co-Operative Witnesses/UNMIK 19 September 2001)\
- Regulation No.2001/22 On Measures Against Organized Crime/UNMIK 20 September 2001)
- Regulation No.2002/6 on Covert and Technical Measures of Surveillance and Investigation(UNMIK 18 March 2002)
- Law No. 9205 of 15 March 2004 On protection of Witnesses and Cooperative Witnesses
- ECOWAS Initial Plan of Actions Against Trafficking in Person(2002-2003)/Economic Community of West African states/Dakar, December 2001
- Information Platform to Address Trafficking in Human Being in SEE/ICMPD
- Newsletter/ICMPD/February 2004

## ANNEX D

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### Summary of evaluations

1. Please rate the quality of the trainers:

Renate Winter	fair_____	good	1	very good	20
Artan Hoxha	fair_____	good	1	very good	20

2. Please rate the overall quality of the training program:

fair\_\_\_\_\_ good 4 very good 17

3. Would you recommend this training to other colleagues in work in this area of law? Yes 21 No \_\_\_\_\_ why or why not? *(See below for written responses)*

4. Please rate the quality and comfort level for the premises and food (i.e. lunch and coffee breaks). Fair 4 Good 13 Very Good 4

5. Was the training beneficial to your daily work? Yes 21 No\_\_\_\_\_ Please give a brief example(s) of why or why not? *(See below for written responses)*

6. Was the length of the training program: about right 20 too short 1 too long\_\_\_\_\_?

7. Was the number of type of topics covered: about right 21 too many\_\_\_\_\_ too few\_\_\_\_\_?

8. Was there sufficient time for questions and answer and group discussion? Yes 21 No\_\_\_\_\_

9. Did you feel free to speak openly, ask and answer questions, and to participate fully in the program? Yes 21 No\_\_\_\_\_ If no, please explain why: *(See below for written responses)*

10. Would you like to participate in additional training on this or a related topic? Yes 21 No\_\_\_\_\_ please suggest any additional topics: *(See below for written responses)*

11. Please provide any additional comments about the program to help us improve future trainings: *(See below for written responses)*

### Written responses to questions

#### Question No. 3

Yes. It will help on raising their theoretical knowledge level and on implementing that knowledge in their cases.

Yes. I do believe they will have the chance to acquire knowledge and to discuss among them.

Yes. The work that has been started and the obligation that has been taken needs to be completed.

Yes. I do believe there is not too much information about it.

Yes. I will recommend to all of them.

Yes. Because it will help in obtaining the knowledge properly and on the other hand it will make the implementation easier.

Yes. It helps to understand and implement the law better.

Yes, because I do believe it is a practical method, very helpful and it helps to understand the cases related to the field that we have discussed. (The Penal Code amendments).

Yes. Because there are still too many unclear issues, and a lot of debates are running on this topic.

Yes, because it will give them an opportunity to get the crucial information about trafficking.

Yes, because it will give them the essential information about trafficking.

Yes, because the information they will get will be related to their job.

Yes, because it will help on their professional performance.

Yes, because it has been very interesting, specially regarding to the legislation regulation and on the new practices on this field.

Yes. I will recommend to them as for Albania the trafficking is a new phenomenon that needs to be combated.

#### Question No.5

Yes, because the juridical practice cases were included.

Yes, because all the topics that were discussed are related to our job.

Yes, because we were updated with the newest practice cases, materials and on legal and procedural issues.

Yes, as the topics discussed are related to the possible cases I will need to handle on my work.

Yes. It helps on understating the implementation of the legislation.

Yes. As being a new court, the cases we discussed, are similar to what we will need to handle in practice.

Yes, because the cases that we discuss will be related to our daily work.

Yes, because the cases treated in the training will be related to our daily work.

Yes, because we were discussing practical cases.

Yes. To me it has been very helpful regarding to the information I got and also for a better understanding of the Penal Code Amendments.

Yes. Because we need experience in this area.

#### Question No.9

Yes, because the staff has been very open, helpful and the participants were interested on the training.

Yes. There were all the facilities.

## Question No.10

On the family law, Declaration of the Assets and on their implementation.

It will effective to see other counties experience.

I will like to be trained on these topics again, but outside the country.

I do believe that will be more effective if the training can be held to one of the EU countries, so we can see in the filed the implementation of the law.

Money Laundering and the Confiscation of the Assets.

Money Laundering

The topic related to other Criminal Offenses.

## Question No.11

Money Laundering.

Family law and Declaration of the Assets.

The trainings should relate as well to other criminal offenses, that are the object of the Serious Crime Court work, and specialty on criminal procedures linked to the implementation of last amendments and on Sub-legal of Criminal Offenses.

I would like to participate in all training linked to the Criminal Offenses that are under of the Serious Crime Court competency.

The training should not be only on trafficking, but also on the all other Criminal Offenses linked to the Serious Crime Court work.

Trafficking of the narcotics

Topics related to the law standard in our country

## ANNEX E

### Participant List

**Course B 01 22 - 23 April 2004**  
**Magistrates' School**  
**Chemonics, Women's Legal Rights Initiative**

#### List of participants at the anti-trafficking seminar

No.	First name	Last name	District	Position
1	Sander	Simoni	Tirana	Serious Crimes Judge
2	Flora	Hajredini	Tirana	Serious Crimes Judge
3	Idriz	Mulkurti	Tirana	Serious Crimes Judge
4	Xhelal	Elezi	Tirana	Serious Crimes Judge
5	Ardit	Mustafaj	Tirana	Serious Crimes Judge
6	Nerina	Kosova	Tirana	Serious Crimes Judge
7	Etleva	Deda	Tirana	Serious Crimes Judge
8	Liljana	Baku	Tirana	Serious Crimes Judge
9	Gurali	Brahimllari	Tirana	Serious Crimes Judge
10	Dritan	Hallunaj	Tirana	Serious Crimes Judge
11	Bardhyl	Dhama	Tirana	Serious Crimes Judge
12	Vangjel	Kallco	Tirana	Serious Crimes Judge of Appeals
13	Gjovalin	Pernocaj	Tirana	Serious Crimes Judge of Appeals
14	Sokol	Binaj	Tirana	Serious Crimes Judge of Appeals
15	Medi	Bici	Tirana	Serious Crimes Judge of Appeals
16	Nure	Dreni	Tirana	Serious Crimes Judge of Appeals
17	Dhurata	Haveri	Tirana	Serious Crimes Judge of Appeals
18	Saida	Dollani	Tirana	Serious Crimes Judge
19	Dhimiter	Lara	Tirana	Serious Crimes Judge
20	Sofia	Koço	Tirana	Women's Advocacy Centre
21	Migena	Laska	Tirana	Women Lawyers Organisation
22	Mark	Pellumbi	Tirana	National Bar Association
23	Shpresa	Bakri	Tirana	National Bar Association
24	Dino	Leli	Tirana	National Bar Association
25	Hysni	Beti	Tirana	National Bar Association